

Title: Implementation of Personal Development Plans in Non-Governmental Organisations

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Abstract

The aim of this thesis is to identify factors which might prevent or help non-profit organizations in implementation of Personal Development Plans as a mean of employee development in the Czech Republic. Theoretical part of this paper describes non-profit organisations in context of their specificity in frame of employee development and introduces the variables, which influence this subject and which it is necessary to take into consideration when planning the implementation of Personal Development Plans. The empirical part uses the Grounded Theory method to research phenomena, which can serve as prerequisite in successful implementation of PDP, either in the initial phase or when solving issues caused by this tool. Conclusion and discussion chapter is dedicated to interpretation of the research results from perspective of employee development, their comparison with professional resources and the possible implication for non-profit organisations in the Czech Republic.

Key words: Personal Development Plans (PDP), employee development, Non-Profit Non-Governmental Organisations, Human Resource Management